



# *CITY OF SEABROOK*

## AGENDA BRIEFING

**Date of Meeting:** June 21, 2016

**Submitter/Requestor:** Cook, Bice

**Date Submitted:** June 15, 2016

**Presenter:** Cook

**Description/Subject:** Consider approval of Request for Proposal RFP 2016-17 Dental Insurance Renewal

ISP Advisors, the City's Benefit Consultant, recommends renewal with Aetna Dental Freedom of Choice for the FY 2016-17 plan year and remaining FY 2015-16.. This current contract with Aetna Dental and the city would be expiring July 31, 2016; therefore the city went out to bid this year for plan start date of August 1, 2016 - July 31, 2017 for dental benefits.

The City received four (4) bidders: Aetna, BCBS, Lincoln, and CIGNA. While Aetna was not the apparent low bidder, when the analysis was completed on the plan design, the employees would lose several options in the other offered designs. The structure of the Freedom of Choice is the most beneficial plan option that the other carriers do not offer.

This option allows employs to stay in one tier (DMO) if only maintenance and cleaning are required with an option to change in any month without penalty and use only select tier

BCBS submitted a renewal rate which is a competitive renewal (within 5%) against market projections.

### City Contribution

The City of Seabrook contributes 100% to employee only dental benefits in the CORE Plan with employees paying 100% of the dependent portion of costs.

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**Name of Applicant (if applicable) :**

**Legal Description (if applicable):**

**Purpose/Need:** Policy Issue

**Background/Issue** (What prompted this need?): Annual renewal of employee dental insurance

**Impacted Parties** (Expected/Notified): Full Time - City Employees

**Miscellaneous Comments:**

**Recommended Action:** Approve

**Attachments:** Agenda Briefing  
Presentation by IPS - RFP Analysis and Plan Options

**Fiscal Impact:** Finance Officer Review ☒ Yes ☐ No  
Budgeted ☒ Yes ☐ No  
Budget Amendment Required ☐ Yes ☒ No

Budget Dept/Line Item Number: \*\*\*-3120

Future/Ongoing Impact: FY 15-16 will be impacted for August and September ; FY16-17 will be impacted through July 31, 2017, and Finance will estimate a slight increase again for the remainder of the new fiscal due to the dates of the current contract

**Funding Comments:**

**Where on the agenda should this item be placed? Bid Awards**

**Suggested Motion:** Approve

(All items are to be reviewed and approved by the city manager, except items submitted by the mayor or any council member or routine consent agenda items such as minutes and second & third readings of ordinances.)

Sent to City Attorney for review on

Approved by City Attorney on  
(City Attorney should review all ordinances, resolutions, contracts and executive session items.)

**All requests must be submitted to the City Secretary's Office no later than 12:00 p.m. on the Monday, one week prior to the regular Tuesday Council Meeting. All required attachments are to be submitted with the request. Incomplete items cannot be placed on the agenda.**